



Working for Fairfax County

More Than a Paycheck

Fairfax County Government takes pride not only in its work to protect and enrich the quality of life of its residents, neighborhoods and diverse communities but also in its employees, an exceptional group of people who have chosen to dedicate themselves to public service. Total compensation, including a competitive benefits package, is just one element that helps Fairfax County attract and retain the best talent.

MEDICAL/VISION/DENTAL Multiple options offered to meet the varying medical needs of employees and retirees with vision benefits included in all plans. Full-time employees pay only 15 percent for individual or 25 percent for two-party or family premiums. Employees electing the comprehensive dental plan pay only 50 percent of the premium. All employees have access to a variety of wellness initiatives.

FLEXIBLE SPENDING ACCOUNTS Fairfax County offers employees the opportunity to participate in Dependent Care and Healthcare Flexible Spending Accounts (FSAs) to fund eligible medical and dependent care expenses. Since FSA funds are a pre-tax deduction, participating employees benefit by lowering their taxable income.

RETIREMENT Options are available for both pension and saving plans. Employees fully vested after five years. Defined benefit plan pays a benefit for life.

LIFE INSURANCE/LONG-TERM DISABILITY County pays one times salary for life insurance. Employees may add optional/dependent life at low cost and may also opt-in for long-term disability coverage (60 percent of monthly basic earnings up to \$5,000).

PAID LEAVE Annually, employees earn 13 vacation days immediately and up to 26 days as career progresses; 13 sick days with unlimited accumulation; 12.5 paid holidays; and, additional paid leave for maternity/paternity, bereavement, volunteer and civil service.

EMPLOYEE ASSISTANCE PROGRAM This free and confidential counseling service is available to all merit county employees and members of their immediate households.

DISCOUNT EDUCATION PROGRAMS Tuition assistance and discount programs available.

TRANSPORTATION BENEFITS Program encourages public transit for travel to/from work and provides up to \$120 per month to eligible employees.

CHILD CARE AND FITNESS CENTER Both the Employee Child Care Center (Pennino Building) and the Employee Fitness and Wellness Center (Government Center) offer excellent services at competitive rates.

FLEXIBLE SCHEDULE Many positions within the county offer a flexible work schedule and opportunities for telework to accommodate employees' busy lives.

ORGANIZATIONAL MOBILITY More than 800 job classes offer employees the opportunity for career diversity and the benefits that come with long-term employment.

PUBLIC SERVICE Employees have a unique opportunity to make a meaningful contribution to the community through their professional and personal lives.

AWARD-WINNING ORGANIZATION Fairfax County is consistently and nationally recognized for our dedication to community services and innovative programs by such prestigious organizations as the National Association of Counties, the Government Finance Officers Association, and the Metropolitan Council of Governments.

For more detailed information, please visit www.fairfaxcounty.gov/HR.

